

CIRCA Conference Community Guidelines

1. Speaker courtesy:
 - a. One Speaker at a time and do not interrupt.
 - b. In order to speak, type your name in the chat. A moderator will confirm your position in the speaking order in the chat and identify those whose turn it is to speak.
 - c. Be present and turn on your camera if you are able to and feel comfortable doing so.
2. No ad hominem attacks will be tolerated
 - a. You may oppose other delegates' positions but should not attack the delegates themselves
3. Oops & Ouch
 - a. Impact v. Intention: Our intentions don't always align with what we say or do, and this can impact how others receive what we say or do. Be cognizant of how your words may impact others.
4. Speak from the "I" perspective.
 - a. Experiences are not a monolith. We use the "I" perspective to own our statements and views about things but do not presume to be able to speak for others.
 - b. Respect others' lived experiences; do not deny them. Do not speak to an experience that is not your own.
5. Respect people's pronouns.
 - a. Use "they" as the default pronoun.
 - b. Change your screen name if you are able to "Name (pronouns)" if you are comfortable sharing your pronouns.
 - c. If comfortable, delegates should write their pronouns on their placards.
6. Take space, make space.
 - a. Be cognizant of how often you are speaking. Make sure you are sharing the space and allowing room for others to speak.
7. What happens here stays here, but what is learned here leaves here.
 - a. Please use this space for constructive conversation, rather than for gossip or spreading rumors.
8. Be aware of people's triggers — offer trigger warnings, including when discussing sensitive topics, instances of harm or violence, and before stating names of abusers.
 - a. If you need to take a moment to step away, please do so and prioritize your self care.
9. We respect the anonymity of survivors — respect their healing, center them when we talk about their stories.
 - a. Do not name survivors.
10. This is a safe space. No racism, sexism, homophobia, transphobia, islamophobia, xenophobia, or any variation or iteration of hate speech will not be tolerated.

- Actively think about how to eradicate any unconscious bias you may hold.
 - Ask yourself: what am I perceiving? What are my automatic associations? How can I act in accordance with my values?
11. Every conference has an anonymous reporting form available to staffers and delegates.